

Youth Attitudes Towards Employment in Government vs. Private Sector

(With Special Reference to Government T.R.S. Excellence College, Rewa)

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Abstract - In the Indian socio-economic context, employment is not merely a source of income but a primary determinant of social prestige, power structures, and matrimonial alliances. Although the economic liberalization of 1991 opened doors to opportunities in the private sector and global connectivity, the dominance of the 'government job' (Sarkari Naukri) in the collective consciousness of Indian society remains intact to this day. The primary objective of this research paper is to conduct a sociological analysis of employment perceptions among youth in a developing urban area like Rewa, Madhya Pradesh. This study specifically focuses on the impacts on 'Job Security' and 'Spouse Selection'.

For the empirical study, 50 students were selected from Government T.R.S. Excellence College, Rewa, using Purposive Sampling. Analysis of the data revealed that despite the economic dynamism of the private sector, more than 80% of students prefer government service for its 'stability' and 'respect'. The study also highlights that the fear of 'Precarity' in the private sector and the demand for social security in married life are the key factors pushing youth towards government employment.

Key Words: Government Job, Job Security, Spouse Selection, Corporate Proletariat, Social Prestige.

1. INTRODUCTION

Although the twenty-first century is characterized as an era of globalization, technological revolution, and private entrepreneurship - where the private sector is considered the primary driver of the economy in the Indian social environment, particularly in cities like Rewa, the state's 'Iron Frame' continues to be central to the aspirations of young people. In India, employment is not merely a means of economic sustenance but a major 'Sociological Signifier' that defines an individual's social standing.

In the words of renowned sociologist Max Weber, government service does not merely provide a job but confers membership in a distinct 'Status Group'. The conflict between the government and private sectors is not

merely about 'salary' but about 'existential security' and 'social prestige'.

Recently, the COVID-19 pandemic has further reinforced this traditional perception. It proved to be a decisive 'Watershed Moment' that clearly highlighted the gap between the 'Precarity' of the private sector and the 'Security' of the government sector. While private employees faced crises of layoffs and pay cuts, government service emerged as a 'safety shield'.

This research paper explores the fundamental question: even after three decades of liberalization, does the concept of a 'Welfare State' outweigh the opportunities of the private sector in the minds of youth? This study attempts to understand whether young people in Rewa perceive the private sector as an 'opportunity for progress' or a 'signal of future insecurity'.

2. Objectives

This research is based on the premise that in India, career choices are driven more by social security and family pressure than by economic gain. The main objectives of this study are:

1. To comparatively evaluate the employment preferences of youth between government and private sectors.
2. To identify 'Job Security' and its associated psychological impacts (stress/anxiety).
3. To analyze the role of employment type (government/private) in 'Spouse Selection'.
4. To understand gender-based preferences and the 'Double Burden' experienced by women.

3. Review of Literature

1. **Mukherjee, S. & Dutta, S. (2024):** In their research on the gig economy, they found that the 'Precarity' of the private sector causes burnout and anxiety among employees, while the government sector provides mental peace.

2. **Sirola, N. (2024):** Her study clarified that the worst impact of job insecurity falls on youth from poor backgrounds, for whom a government job is the only social security.
3. **ISID (2023):** According to the report, working women face a 'Penalty' in spouse selection, especially in demanding private sector jobs, while government school teachers are considered ideal.
4. **Rai, S. (2024):** Analyzing OPS (Old Pension Scheme) vs. NPS (New Pension Scheme), the study explains that a defined pension is considered a 'lifelong reward' for service, which is the main reason for the appeal of government jobs.
5. **Genius Consultants Survey (2025):** According to the survey, 80% of respondents believe that government jobs provide better stability than private sector jobs.

4. Hypotheses

A hypothesis is a rough framework formulated before the research work begins, which is yet to be tested.

1. Students value 'Security' more than 'Career Growth'.
2. Government employees are given significantly higher preference over private sector employees in spouse selection.
3. Women consider government jobs more secure due to Work-Life Balance.

5. Research Methodology and Tools

5.1 Research Design and Study Area

A descriptive and analytical research design has been used for this study. The study area is Rewa city in Madhya Pradesh, and data collection is specifically focused on students of Government T.R.S. Excellence College.

5.2 Universe and Sampling Method

The universe of the research comprises approximately 14,000 students enrolled in the college. From this universe, a sample of 50 students was selected using Purposive Sampling. To ensure gender equality in the sample, 25 male and 25 female students were included.

5.3 Data Collection and Analysis Method

Primary data was collected through an Interview Schedule. The collected data was tabulated and converted into frequency and percentage form, followed by analysis.

6. Data Collection, Tabulation, and Analysis

A deep attraction towards government jobs and skepticism towards the private sector among students in Rewa is clearly visible. The analysis of responses obtained from 50 students is presented in the following tables:

Table 1: Gender Details of Respondents

Description	Frequency	Percentage
Male Students	25	50%
Female Students	25	50%
Total	50	100%

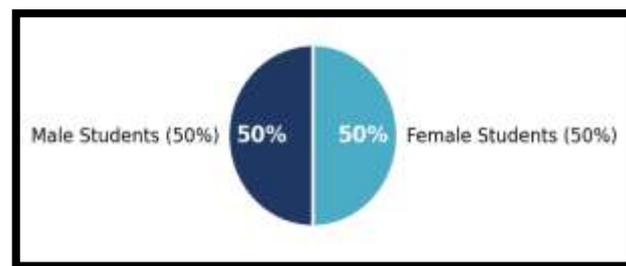


Figure 1: Gender Distribution of Respondents in the Sample: Male vs. Female

Analysis: This represents the foundation of the research, in which equal representation of male and female respondents (50:50) has been ensured so as to understand employment from both the 'Provider' and 'Caregiver' perspectives.

Table 2: Employment Sector Preference

S.No.	Preferred Sector	Frequency	Percentage
1	Government (Sarkari Naukri)	42	84%
2	Private / Corporate	8	16%
	Total	50	100%

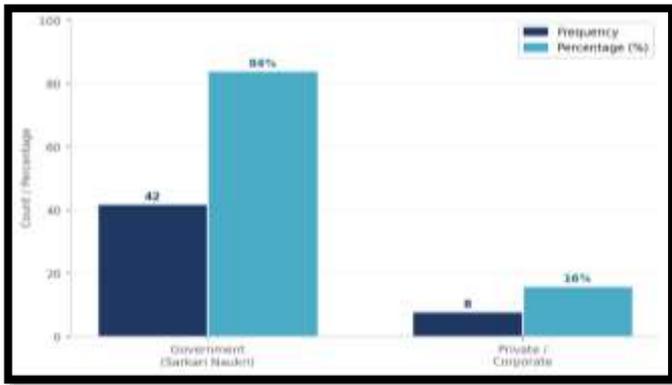


Figure 2: Employment Preference of Youth in Rewa: Comparative Analysis of Government vs. Private Sector.

Analysis: The substantial majority (84%) of respondents indicates that even today, youth consider government employment as the benchmark of success. Only 16% of students wish to enter the private sector. This shows that the glamour of ‘Corporate’ pales in comparison to ‘government stability’ in cities like Rewa.

Table 3: Main Reason for Job Selection

S. No.	Main Reason	Frequency	Percentage
1	Job Security (Lifelong Guarantee)	28	56%
2	Social Prestige / Status	12	24%
3	Higher Salary (Private Sector)	5	10%
4	Work-Life Balance	5	10%
Total		50	100%

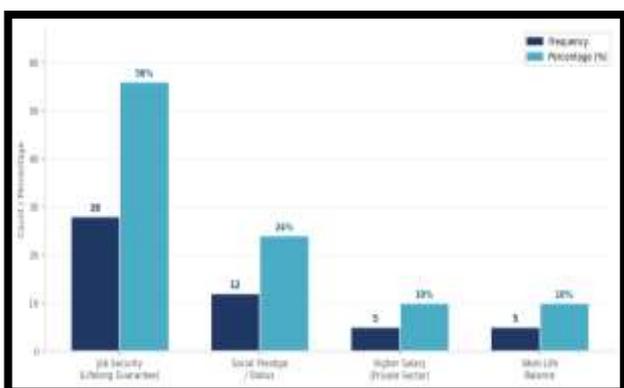


Figure 3: Key Determinants of Career Choice: Job Security, Social Prestige, and Other Factors.

Analysis: For 56% of students, ‘Job Security’ is the greatest motivator. In the absence of social security, government jobs are seen as a shield protecting against recession and pandemics. 24% of students choose it for ‘Social Prestige’ (status), which proves that a government job is not just income but a source of power.

Table 4: Perceptions Regarding Spouse Selection

S. No.	Preferred Spouse's Employment	Frequency	Percentage
1	Government Employee	40	80%
2	Private Sector Employee	5	10%
3	No Difference / Neutral	5	10%
Total		50	100%

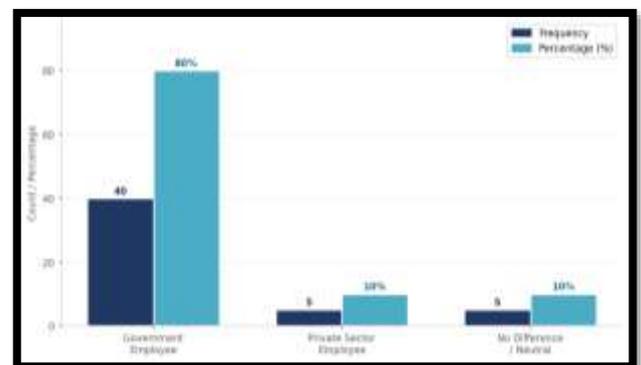


Figure 4: Preference for Type of Employment of Prospective Spouse/Partner in Spouse Selection.

Analysis: This data reveals the sociological reality of ‘Groom Price’. 80% of respondents believe that in spouse selection, a government employee is considered a ‘Fixed Asset’, while a private sector employee is viewed as a ‘Risk’. This ‘Stability Premium’ is what pushes youth towards competitive examinations. The desire for a ‘government son-in-law’ reflects deeply ingrained social values around stability and prestige.

Table 5: Mental Stress and Anxiety

S. No.	Which Sector Has More Mental Stress?	Frequency	Percentage
1	Private Sector (High Stress)	38	76%
2	Government Sector (High Stress)	5	10%
3	Both Equal	7	14%
Total		50	100%

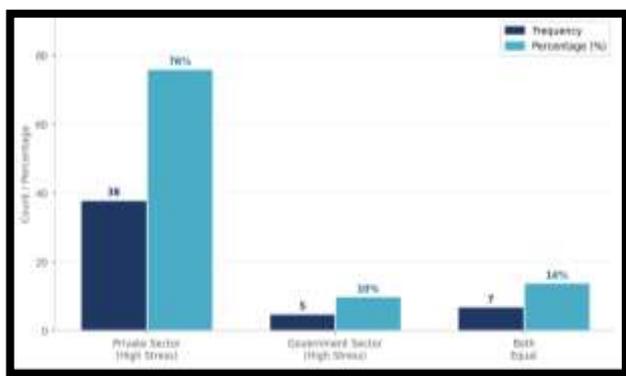


Figure 5: Perceived Level of ‘Mental Stress’ and ‘Work Pressure’ in Different Employment Sectors.

Analysis: 76% of students associate the private sector with ‘high stress’ and a tense working environment. The fear of layoffs and the pressure of targets distances them from the private sector. This can be termed ‘Anticipatory Anxiety’. Many private sector employees who may be described as a ‘Corporate Proletariat’ lacking security and bargaining power endure conditions that reinforce the preference for government employment among the youth surveyed.

Table 6: Suitability for Women

S. No.	Is Government Job Better for Women?	Frequency	Percentage
1	Yes (Due to Security/Fixed Hours)	45	90%
2	No (More Opportunities in Private Sector)	5	10%
Total		50	100%

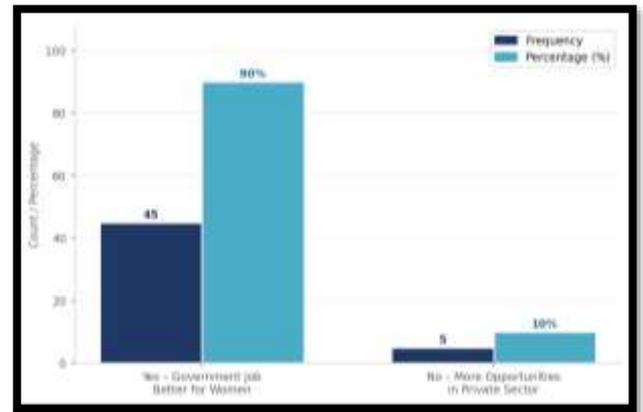


Figure 6: Respondents’ Views on the Suitability and Safety of Government Service for Women.

Analysis: 90% of respondents believe that for women, government jobs (such as teaching, banking) are the best option. This reflects the patriarchal structure of society where women are expected to manage both home and work (the ‘Double Burden’), which seems feasible only within the fixed hours of a government job.

7. Testing of Hypotheses

- Students value ‘Security’ more than ‘Growth’:** Accepted. (84% prefer government jobs, with 56% citing security as the main reason.)
- Private sector receives lower preference in spouse selection:** Accepted. (According to 80% of respondents, a government employee is the first choice for marriage.)
- Women consider government jobs more secure:** Accepted. (This hypothesis proved true with 90% agreement.)

8. Conclusion

Based on the analysis of data obtained from this research, the following main conclusions have been drawn:

- Dominance of Stability:** In Rewa, a ‘government job’ is not merely a profession but a question of existence and dignity. The security of the government sector outweighs the higher income of the private sector.
- Fear of Private Sector:** Students perceive the private sector as synonymous with ‘exploitation’ and ‘uncertainty’.

3. **Marriage as a Determining Factor:** The choice of employment is not just a career decision but determines the prospects of future married life. The desire for a 'government son-in-law' discourages talented individuals in the private sector.
4. **Gender Security:** The government sector is a 'safe space' for women, providing social respect and a balance in family life.
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9. Suggestions

1. **Security in the Private Sector:** To reduce the fascination with 'government' jobs, the private sector should provide better social security (pension, insurance).
2. **Need for Counseling:** At the college level, students should be made aware of the importance of private entrepreneurship and startups.
3. **Policy Reforms:** Policymakers should consider addressing the disparities in retirement benefits so that youth develop a sense of security about their future.
4. **Change in Social Attitude:** Society must understand that private sector employment is also respectable, so that the 'Marriage Penalty' can be reduced.
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